

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:	§	Group Art Unit: 2164
Calderaro, et. al.	§	
Serial No.: 10/042,439	§	
Filed: January 8, 2002	§	
Title: <u>System and Method for</u>	§	Intellectual Property Law Dept.
<u>Resource Reduction Financial</u>	§	11400 Burnet Road
<u>Impact Analysis</u>	§	Austin, Texas 78758

INFORMATION DISCLOSURE STATEMENT

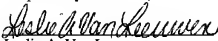
The Commissioner of Patents
Washington, D.C. 20231

Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,
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**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT****U. S. PATENT DOCUMENTS**

Examiner Initial	Document Number	Date	Name	Classification Class / Subclass	Filing Date if Appropriate
_____	AA 2003/0004790	01-2003	Calderaro et al.	705/11	
_____	AB 2003/0004789	01-2003	Calderaro et al.	705/11	
_____	AC 6,618,734	09-2003	Williams et al.	707/102	
_____	AD 5,926,794	07-1999	Fethe	705/11	
_____	AE 6,853,975	02-2005	Dirksen et al.	705/11	
_____	AF 5,909,669	06-1999	Havens	705/11	
_____	AG 6,275,812	08-2001	Haq et al.	705/11	
_____	AH 6,524,109	02-2003	Lacy et al.	434/219	
_____	AI 6,119,097	09-2000	Ibarra	705/11	
_____	AJ 2003/0120537	06-2003	Desanti et al.	705/11	
_____	AK 2002/0184085	12-2002	Lindia et al.	705/11	
_____	AL 2002/0143496	10-2002	Mactas et al.	702/179	
_____	AM 2002/0198766	12-2002	Magrino et al.	705/11	

FOREIGN PATENT DOCUMENTS

Examiner Initial	Document Number	Date	Country	Classification	Translation Yes No
_____	AN				

OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

Examiner Initial	
_____	AO "Reduction in grade and removal based on unacceptable performance," 5 CFR Part 431, February 23, 1987.
_____	AP "National Institute of Standards and Technology," Alternative Personnel Management System, Federal Register, October 21, 1997, v62, n203.
_____	AQ "Department of the Navy, Human Resources Implementation Guide" by Betty Welch, Department of the Navy Management Programs, October 1, 1997.
_____	AR US Office of Personnel Management, Restructuring Information Handbook, Module 3, Reduction in Force, June 1998 version.
_____	AS "Are you really managing your corporate resources?" by Robert Skinner, Management Accounting, v80, n2, August 1998.
_____	AT "IT Confidential" by John Soat, InformationWeek, July 9, 2001.
_____	AU Band et al., Strategic Downsizing, Management Decision, vol. 33, number 8, 1995, pp. 36-45
_____	AV Applebaum et al., Strategic Downsizing: Critical Success Factors, Management Decision, vol. 37, number 7, 1999, p. 535

Examiner: _____

Date Considered: _____

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.